1987-88 national faculty salary survey by discipline and rank

in private colleges and universities

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
1233 20th St., NW, Suite 503
Washington, D.C. 20036

In Conjunction With

APPALACHIAN STATE UNIVERSITY
Boone, North Carolina 28608

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
1233 20th Street, NW, Suite 503
Washington, D.C. 20036
(202) 429-0311

The organization is a professional association which serves higher education by providing its institutions and human resource professionals with developmental opportunities and technical assistance for the effective management of human resources. The Association exists to facilitate the exchange of ideas, to conduct research and analysis, and to transmit information which will enhance the state of the art as well as professional growth and development.

© CUPA April 1988
ISBN 0-910402-42-6

TABLE OF CONTENTS

	Page
ACKNOWLEDGEMENTS	ii
INTRODUCTION	1
The Background	1
The Need	2
Applications	2
SURVEY RESULTS	4
Methodology	4
Analysis of Data	4
Definition of Terms	4
Examples of Analyses	5
Size of the Sample	6
Average Salary	6
High and Low Salaries	6
Faculty Mix Percentage (FAC MIX PCT)	6
Salary Factor	7
APPENDIX A - LIST OF SELECTED DISCIPLINES	8
APPENDIX B - THE DATA TABLES	12
APPENDIX C - LIST OF PARTICIPATING INSTITUTIONS	25

ACKNOWLEDGEMENTS

This CUPA 1987-88 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities has been a collegial undertaking in the best sense of the term. The College and University Personnel Association, headquartered in Washington, D.C., cooperated with Appalachian State University in Boone, North Carolina to produce this survey report.

Special thanks go to CUPA Executive Director Dr. Richard C. Creal, and to the CUPA Executive Committee for their continued support of this national survey. Appreciation is also expressed to all of the members of the CUPA Academic Personnel Council over the past few years for their enthusiasm and insights.

At Appalachian State University Chancellor John E. Thomas and Dr. Harvey R. Durham, Vice Chancellor for Academic Affairs, supported the study through graduate research assistance and computer time. This survey could not have been completed without their professional interest and support. The following valued colleagues at Appalachian State University ably served as co-researchers and co-authors of this survey report:

Mary Elizabeth Gragg, undergraduate student in economics and Spanish

Lynette Tuttle, graduate student in industrial/organizational psychology, and

Maryon Urquhart, graduate student in industrial/organizational psychology.

M.L. Gilliam, Office of Institutional Research, Oklahoma State University, served as co-director of the project and provided the final crucial link in the effort. This survey used his model for both collecting and analyzing the data.

Finally, very special thanks go to those 475 private college and university presidents and chancellors who participated in this survey.

Richard D. Howe, Director
CUPA Faculty Salary Surveys
Appalachian State University
Boone, North Carolina 28608
[(704) 262-2124]

INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed establishing a survey of faculty compensation (page 2, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire, along with rationale, instructions, and definitions. They sent the questionnaire to colleagues in 13 diverse CUPA colleges and universities who critiqued it. A review of the respondents' comments indicated that a model already in use by Oklahoma State University best met survey needs. The results of the critique process were submitted by the Council to the CUPA Board of Directors for approval. Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot survey of 21 general and specific disciplines among the AASCU members. Later, during 1982-83, a similar-type survey but with many more disciplines/program areas, was mounted for private colleges and universities with 299 institutions participating. Subsequently, 355 private colleges and universities participated in 1983-84, 446 participated in 1984-85, 440 participated in 1985-86, 478 participated in 1986-87, and 475 participated this academic year, 1987-88. In all, over the period of six years (1982-83 through 1987-88), 828 private colleges and universities have participated in the CUPA national faculty salary surveys by discipline and rank at least once. Eighty-six institutions (86) have participated in each of the six years of the survey.

This 1987-88 survey is a further step in the long-term plan to collect as complete information about faculty salaries as is possible. Sustaining collection of data on the same number of disciplines and institutions over a number of years will eventually establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1987-88), the survey is conducted every fall semester and includes most of the 50 two-digit program areas in A Classification of Instructional Programs and many of the four- and six-digit areas. The results will be released at the beginning of each new year so that these current data can be effectively used by line administrators in a timely fashion.

For the fourth straight year additional information was collected from participating colleges and universities which held collective bargaining contracts with their faculties. It is anticipated that this will continue so that "special studies" can be subsequently effectuated for requesting institutions at a nominal fee.

Also, for the fourth straight year, we are listing in APPENDIX C the names of all participating institutions for each of the six years of the survey. We encourage institutions to participate each year so we can provide them with relevant and timely trend data in addition to the special studies that may be requested.

This year's survey, 1987-88, includes three new disciplines: Allied Health, Engineering and Engineering-Related Technologies, and Protective Services. With these three additional disciplines to the survey, it now totals 49 academic disciplines.

The reader's comments, suggestions, and questions are encouraged and appreciated at any time.

The Need

Current data on faculty salaries are presently being collected each year by the National Center for Education Statistics. The data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are salary data in different ranks and within specific disciplines for similar or different types of institutions. The need to address problems of salary allocation with respect to postsecondary faculty in different disciplines and ranks motivated the decision not only to initiate the first survey but to continue it over these past few years.

Applications

This survey attempts to address the above needs by collecting the salary data of faculty teaching in 49 disciplines of participating private colleges and universities in America, and comparing the average, low, and high salaries across these disciplines by faculty ranks. The disciplines selected for this survey are those, it is hoped, that are most likely to be taught in the 475 institutions which participated in the survey. Also collected are the percentages of teaching faculty by rank in a given discipline.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities. In this marketplace a faculty member needs to know what to request based on the salaries of her or his peers. The administrator needs to know how much to pay for quality without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty salary costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics of geographical location, enroll-

ment, budget and FTE of students, an institution can request special studies comparing itself with a group of peers--10 or more institutions--using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special studies data are aggregate data of 10 or more institutions with three or more data elements in each cell.

For the fourth straight year participating institutions may request, for a nominal fee, percentile rank (PR) studies which will provide them with both a percentile ranking for each discipline and each rank in each discipline in comparison with 10 or more other participating institutions. Most importantly, we are able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR--e.g., from a 40 PR to a 50 PR. This application of percentile ranking has become an important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

Finally, those 280 institutions which participated in the third (1984-85) and sixth (1987-88) surveys may request salary-trend studies by selected discipline and/or by all disciplines in the study comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Other institutions which have participated in at least one of the six surveys may have their data compared with the trend data in any configuration they recommend of 10 or more institutions. (Please know that only cells with three or more data elements are used.) Institutions which have not participated in any of the six annual surveys may still request salary data of 10 or more institutions which have participated in any one or more of the six surveys.

SURVEY RESULTS

Methodology

This CUPA 1987-88 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities collected and tabulated full-time salary data for faculty in 49 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy and/or by A Classification of Instructional Programs (CIP), 1981. Please see APPENDIX A for the list of disciplines/major fields used. The faculty salaries of 45,544 faculty members are found in APPENDIX B--The Data Tables. The list of 475 private institutions are found in APPENDIX C along with lists of all the private colleges and universities which have participated in the annual survey since its inception in 1982-83 through 1987-88.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY--based on a nine- or ten-month academic year salary of full-time faculty only; does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

AVERAGE SALARY--based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY--the highest salary for any full-time individual of the defined group for which the information is reported.

LOW SALARY--the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT--the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT of .36 for associate professor implies that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

SALARY FACTOR--for a given rank of a given discipline/major field, the

ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.10 for assistant professors of mathematics means that their average salary is 10 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

NUM--the number of faculty members whose salaries were included to compute the average salary.

N/IS--the number of institutions that have reported salary data for a given academic rank and discipline/major field.

PARTICIPATING INSTITUTIONS--the number of institutions responding to the survey questionnaire.

NEW ASST PROF--the grouping of assistant professors who were hired for the first time in the Fall of 1987. All data for this group were included in the ASST PROF group for reporting purposes. Data in this group are used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this survey report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS AND COMMUNICATIONS.

F A C U L T Y S A L A R Y S U R V E Y

DISCIPLINE BUSINESS & MANAGEMENT
MAJOR FIELD BUSINESS ECONOMICS 0517

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	48764	288 127	35826	322 159	30532	370 148	30070	72 55	23826	54 42	36908	1034 227
HIGH SALARY	95032		58000		52000		50000		38000		95032	
LOW SALARY	25000		18600		16212		18805		11940		11940	
FAC MIX PCT	0 28		0 31		0 36		0 07		0 05		1 00	
SALARY FACTOR	1 11		1 07		1 11		1 11		1 09		1 07	

DISCIPLINE COMMUNICATIONS
MAJOR FIELD COMMUNICATIONS 0600

AVERAGE SALARY	40073	191 83	32824	282 117	26386	353 146	26259	61 49	20873	104 67	30557	940 198
HIGH SALARY	80000		50000		43943		38000		30979		80000	
LOW SALARY	20119		16500		16500		16500		12000		12000	
FAC MIX PCT	0 20		0 31		0 38		0 06		0 11		1 00	
SALARY FACTOR	0 91		0 98		0 96		0 97		0 95		0 89	

1. Size of the Sample: The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty was larger for BUSINESS ECONOMICS (BE) as compared to COMMUNICATIONS (C) and the number of institutions for BUSINESS ECONOMICS was somewhat higher:

	NUM	N/IS
BE	1034	227
C	940	198

2. Average Salary: The average salary for every rank in BUSINESS ECONOMICS is higher than that in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	48764	35826	30532	30070	23826	36908
C	40073	32824	26386	26259	20873	30557

3. High and Low Salaries: In BUSINESS ECONOMICS the "high salary" is higher than in COMMUNICATIONS for every rank, and in the "low salary" BUSINESS ECONOMICS is higher than COMMUNICATION for every rank except ASSISTANT PROFESSOR and INSTRUCTOR.

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	95032	58000	52000	50000	38000	95032
C	80000	50000	43943	38000	30979	80000

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	25000	18600	16212	18805	11940	11940
C	20119	16500	16500	16500	12000	12000

4. Faculty Mix Percentage (FAC MIX PCT): The two disciplines are very similar except for the ranks of PROFESSOR and INSTRUCTOR when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, in BUSINESS ECONOMICS 28 percent of the faculty hold the rank of PROFESSOR, compared with COMMUNICATIONS where 20 percent of the faculty hold the rank of PROFESSOR. The comparisons for all ranks between the two major fields are as follows (note that NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	0.28	0.31	0.36	0.07	0.05	1.00
C	0.20	0.31	0.38	0.06	0.11	1.00

It is interesting to note how the faculty mix percentage differs among the relatively "new" major field of NURSING (N) and an "old" one like PHILOSOPHY AND RELIGION (PR) and how these differences compare with the overall average of ALL MAJOR FIELDS (AMF) in the survey. The comparisons for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are as follows:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.06	.26	.50	.03	.17	1.00
PR	.42	.30	.25	.04	.03	1.00
AMF	.33	.31	.30	.05	.06	1.00

5. Salary Factor: This variable permits comparisons between the average salary of a faculty member in a given rank and the average salary of all faculty members in that rank in all reporting institutions. A constant number--100 percent--represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS ECONOMICS (BE) the average salary of PROFESSOR is 11 percent above the average salary of all PROFESSORS from all reporting institutions and is 20 percent above the average salary of PROFESSORS in COMMUNICATIONS (C). The data show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.11	1.07	1.11	1.11	1.09	1.07
C	0.91	0.98	0.96	0.97	0.95	0.89

APPENDIX A

LIST OF SELECTED DISCIPLINES *

PAGE

DISCIPLINE: AGRICULTURE & NATURAL RESOURCES
MAJOR FIELD: AGRIBUSINESS AND AGRICULTURAL PRODUCTION--01. (0100) 12

DISCIPLINE: ARCHITECTURE & ENVIRONMENTAL DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN--04. (0200) 12

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES--05. (0300) 12

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: LIFE SCIENCES--26. (0400) 12

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT--06. (0500) 13

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING--06.02 (0502) 13

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEMENT--06.04 (0506) 13

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL AND RELATED PROGRAMS--07.0601 (0514) 13

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS--06.05 (0517) 14

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS--09. (0600) 14

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION TECHNOLOGIES--10. (0605) 14

---

*The numbers after the selected major fields are "crosswalks" between the CIP classification (A Classification of Instructional Programs, National Center for Education Statistics, 1981) and the HEGIS Taxonomy. The numbers immediately after each dash are those of the new classification and those in parentheses are of the HEGIS Taxonomy. Both sets of numbers refer to the same discipline or major field, of course.

PAGE

DISCIPLINE: COMPUTER & INFORMATION SCIENCES
MAJOR FIELD: COMPUTER & INFORMATION SCIENCES--11. (0700) 14

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION--13. (0800) 15

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS--13.12 (0801) 15

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION ADMINISTRATION--13.0406 (0805) 15

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION--13.10 (0808) 15

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING AND PERSONNEL SERVICES--13.11 (0826) 16

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION--13.03 (0829) 16

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION--13.1315 (0830) 16

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION--13.1314 (0835) 16

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING--14. (0900) 17

DISCIPLINE: ENGINEERING AND ENGINEERING-RELATED TECHNOLOGIES
MAJOR FIELD: ENGINEERING AND ENGINEERING-RELATED TECHNOLOGIES--15. (0925).. 17

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS--50. (1000) 17

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE ARTS--50.07 (1002) 17

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC--50.09 (1005) 18

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS--50.05 (1007) 18

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES--16. (1100) 18

PAGE

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING--18.11 (1203) 18

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: AUDIOLOGY AND SPEECH PATHOLOGY--18.01 (1220) 19

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS--19. (1300) 19

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS--23. (1500) 19

DISCIPLINE: LETTERS
MAJOR FIELD: PHILOSOPHY AND RELIGION--38. (1509) 19

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES--25. (1600) 20

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS--27. (1700) 20

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES--40. (1900) 20

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS--40.08 (1902) 20

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY--40.05 (1905) 21

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGICAL SCIENCES--40.0601 (1914) 21

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY--42. (2000) 21

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: PROTECTIVE SERVICES 43. (2100) 21

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES--45. (2200) 22

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY--45.02 (2202) 22

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY--45.08 (2205) 22

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY--45.07 (2206) 22

PAGE

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE--45.10 (2207) 23

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY--45.11 (2208) 23

DISCIPLINE: THEOLOGY
MAJOR FIELD: THEOLOGY--39. (2300) 23

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES--30. (4900) 23

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: ALLIED HEALTH--17. (5200) 24

ALL DISCIPLINE AVERAGES
ALL MAJOR FIELDS 24

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRIBUSINESS AND AGRICULTURAL PRODU 0100

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	36822	14	4	28985	16	6	26836	16	7	37000	1	1	23964	6	2	29854	52	12
HIGH SALARY	46715			36800			39642			37000			34000			46715		
LOW SALARY	27534			21930			20475			37000			19425			19425		
FAC MIX PCT	0.27			0.31			0.31			0.02			0.12			1.00		
SALARY FACTOR	0.84			0.87			0.97			1.37			1.09			0.87		

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN 0200

AVERAGE SALARY	46622	114	18	35963	103	19	28462	79	14	25832	14	6	20496	10	5	37492	306	25
HIGH SALARY	71875			51400			39600			39600			27253			71875		
LOW SALARY	21033			18500			17556			20500			17000			17000		
FAC MIX PCT	0.37			0.34			0.26			0.05			0.03			1.00		
SALARY FACTOR	1.06			1.08			1.03			0.95			0.93			1.09		

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES 0300

AVERAGE SALARY	50223	51	19	37337	41	15	28347	34	16	27850	3	2	20000	1	1	39968	127	28
HIGH SALARY	78100			53673			34800			33000			20000			78100		
LOW SALARY	30090			22692			17846			22050			20000			17846		
FAC MIX PCT	0.40			0.32			0.27			0.02			0.01			1.00		
SALARY FACTOR	1.14			1.12			1.03			1.03			0.91			1.16		

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: LIFE SCIENCES 0400

AVERAGE SALARY	42590	852	275	32457	681	275	26593	452	229	25731	64	52	20402	49	34	35107	2034	357
HIGH SALARY	136226			105169			90798			37636			34200			136226		
LOW SALARY	18588			15360			12000			16500			11940			11940		
FAC MIX PCT	0.42			0.33			0.22			0.03			0.02			1.00		
SALARY FACTOR	0.97			0.97			0.96			0.95			0.93			1.02		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT 0500

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	52812	468 100	39986	521 127	34594	612 135	35717	109 56	26563	149 60	40387	1750 177
HIGH SALARY	105500		79000		56000		54880		50500		105500	
LOW SALARY	20600		17652		15852		21105		13462		13462	
FAC MIX PCT	0.27		0.30		0.35		0.06		0.09		1.00	
SALARY FACTOR	1.20		1.20		1.25		1.32		1.21		1.17	

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING 0502

AVERAGE SALARY	48302	195 83	38196	349 139	32517	389 172	33154	54 44	24168	97 64	36643	1030 237
HIGH SALARY	96400		77710		57000		57000		42737		96400	
LOW SALARY	22278		17760		15492		18600		11940		11940	
FAC MIX PCT	0.19		0.34		0.38		0.05		0.09		1.00	
SALARY FACTOR	1.10		1.15		1.18		1.22		1.10		1.06	

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEM 0506

AVERAGE SALARY	48328	406 120	37905	582 159	32089	648 184	32511	121 70	26263	117 73	37392	1753 224
HIGH SALARY	106000		75000		65000		52000		63327		106000	
LOW SALARY	18500		16950		12500		18000		11940		11940	
FAC MIX PCT	0.23		0.33		0.37		0.07		0.07		1.00	
SALARY FACTOR	1.10		1.14		1.16		1.20		1.20		1.09	

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL AND RELATED PROGRAMS 0514

AVERAGE SALARY	37569	6 3	29501	19 12	22064	36 22	18150	2 2	17290	19 13	23859	80 36
HIGH SALARY	49521		39768		42693		19500		24450		49521	
LOW SALARY	30160		18372		12540		16800		11940		11940	
FAC MIX PCT	0.08		0.24		0.45		0.03		0.24		1.00	
SALARY FACTOR	0.85		0.88		0.80		0.67		0.79		0.69	

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

0517

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	48764	288	127	35826	322	159	30532	370	148	30070	72	55	23826	54	42	36908	1034	227
HIGH SALARY	95032			58000			52000			50000			38000			95032		
LOW SALARY	25000			18600			16212			18805			11940			11940		
FAC MIX PCT	0.28			0.31			0.36			0.07			0.05			1.00		
SALARY FACTOR	1.11			1.07			1.11			1.11			1.09			1.07		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

0600

AVERAGE SALARY	40073	191	83	32824	292	117	26386	353	146	26259	61	49	20873	104	67	30557	940	198
HIGH SALARY	80000			50000			43943			38000			30979			80000		
LOW SALARY	20119			16500			16500			16500			12000			12000		
FAC MIX PCT	0.20			0.31			0.38			0.06			0.11			1.00		
SALARY FACTOR	0.91			0.98			0.96			0.97			0.95			0.89		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION TECHNOLOGIES

0605

AVERAGE SALARY	44318	16	9	32374	23	16	27204	57	19	25630	13	7	19227	7	4	30474	103	27
HIGH SALARY	73060			45570			37584			32000			22500			73060		
LOW SALARY	25750			22714			18936			20000			16848			16848		
FAC MIX PCT	0.16			0.22			0.55			0.13			0.07			1.00		
SALARY FACTOR	1.01			0.97			0.99			0.95			0.88			0.88		

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: COMPUTER & INFO SCIENCE

0700

AVERAGE SALARY	49897	219	96	38009	365	146	31628	519	206	32405	71	54	24220	145	92	35839	1248	279
HIGH SALARY	106000			64000			53900			53900			40000			106000		
LOW SALARY	19900			16850			16432			18000			11940			11940		
FAC MIX PCT	0.18			0.29			0.42			0.06			0.12			1.00		
SALARY FACTOR	1.13			1.14			1.15			1.20			1.10			1.04		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION 0800

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	39204	451	162	32312	496	162	25384	435	168	23528	73	62	21014	85	45	31721	1467	236
HIGH SALARY	70150			65600			41175			32000			39755			70150		
LOW SALARY	14000			18231			14040			14112			11940			11940		
FAC MIX PCT	0.31			0.34			0.30			0.05			0.06			1.00		
SALARY FACTOR	0.89			0.97			0.92			0.87			0.96			0.92		

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS 0801

AVERAGE SALARY	36488	147	78	29595	177	85	23578	193	97	23483	51	41	19700	31	25	28765	548	135
HIGH SALARY	81000			47955			39900			32500			34008			81000		
LOW SALARY	19503			17800			15500			15500			11940			11940		
FAC MIX PCT	0.27			0.32			0.35			0.09			0.06			1.00		
SALARY FACTOR	0.83			0.89			0.86			0.87			0.90			0.84		

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION ADMINISTRATION 0805

AVERAGE SALARY	43863	32	12	32280	26	14	29365	10	8	30400	5	5	30288	1	1	37200	69	20
HIGH SALARY	66780			43500			51000			51000			30288			66780		
LOW SALARY	29622			22455			24000			24000			30288			22455		
FAC MIX PCT	0.46			0.38			0.14			0.07			0.01			1.00		
SALARY FACTOR	1.00			0.97			1.07			1.12			1.38			1.08		

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION 0808

AVERAGE SALARY	38428	38	17	30052	60	33	23979	43	31	22390	9	8	20006	7	7	29963	148	59
HIGH SALARY	65401			44190			34277			29008			23800			65401		
LOW SALARY	19000			18145			15000			15000			11940			11940		
FAC MIX PCT	0.26			0.41			0.29			0.06			0.05			1.00		
SALARY FACTOR	0.87			0.90			0.87			0.83			0.91			0.87		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING AND PERSONNEL SE 0826

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	43650	34	11	32932	37	15	26647	12	8	28098	5	4	19650	1	1	36214	84	21
HIGH SALARY	61000			43500			32000			32000			19650			61000		
LOW SALARY	28000			20650			14886			25000			19650			14886		
FAC MIX PCT	0.40			0.44			0.14			0.06			0.01			1.00		
SALARY FACTOR	0.99			0.99			0.97			1.04			0.90			1.05		

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION 0829

AVERAGE SALARY	37539	45	10	36667	34	11	27122	21	10	26460	5	4	19655	2	2	34752	102	15
HIGH SALARY	67300			54288			33440			28650			23613			67300		
LOW SALARY	16000			16500			18540			25000			15696			15696		
FAC MIX PCT	0.44			0.33			0.21			0.05			0.02			1.00		
SALARY FACTOR	0.85			1.10			0.98			0.98			0.90			1.01		

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION 0830

AVERAGE SALARY	32859	13	4	26252	10	8	21788	8	8	25145	1	1	20357	4	2	27012	35	18
HIGH SALARY	45360			35895			25500			25145			22500			45360		
LOW SALARY	20217			14445			13553			25145			19000			13553		
FAC MIX PCT	0.37			0.29			0.23			0.03			0.11			1.00		
SALARY FACTOR	0.75			0.79			0.79			0.93			0.93			0.78		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION 0835

AVERAGE SALARY	37576	207	109	30982	356	157	25123	407	176	21944	36	25	20556	221	106	28191	1191	253
HIGH SALARY	72600			58877			41560			32000			40000			72600		
LOW SALARY	20000			16248			14980			17075			13500			13500		
FAC MIX PCT	0.17			0.30			0.34			0.03			0.19			1.00		
SALARY FACTOR	0.85			0.93			0.91			0.81			0.94			0.82		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING

0900

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	56039	1224	67	42457	757	68	37300	608	64	36141	110	40	26254	45	23	47301	2634	74
HIGH SALARY	105100			69100			49300			46000			41500			105100		
LOW SALARY	24000			22737			15000			15000			15300			15000		
FAC MIX PCT	0.46			0.29			0.23			0.04			0.02			1.00		
SALARY FACTOR	1.27			1.27			1.35			1.33			1.20			1.37		

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING TECHNOLOGIES

0925

AVERAGE SALARY	38306	33	11	32520	66	15	28169	90	17	27877	9	6	25435	24	6	30779	213	19
HIGH SALARY	50790			47111			38918			35000			36000			50790		
LOW SALARY	24000			20963			18000			18000			18500			18000		
FAC MIX PCT	0.15			0.31			0.42			0.04			0.11			1.00		
SALARY FACTOR	0.87			0.98			1.02			1.03			1.16			0.89		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS

1000

AVERAGE SALARY	39497	205	48	31632	246	62	25354	241	71	23703	29	18	20378	61	32	30852	753	99
HIGH SALARY	63250			52500			37000			29000			29500			63250		
LOW SALARY	17850			17900			16112			17000			12000			12000		
FAC MIX PCT	0.27			0.33			0.32			0.04			0.08			1.00		
SALARY FACTOR	0.90			0.95			0.92			0.87			0.93			0.90		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE ARTS

1002

AVERAGE SALARY	39691	349	157	30051	360	175	24294	313	171	23239	51	44	20764	50	43	31075	1072	269
HIGH SALARY	88000			49091			35694			33000			31518			88000		
LOW SALARY	19000			11884			16500			16500			16000			11884		
FAC MIX PCT	0.33			0.34			0.29			0.05			0.05			1.00		
SALARY FACTOR	0.90			0.90			0.88			0.86			0.95			0.90		

FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC

1005

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	37800	562 195	29262	603 219	24458	545 208	23521	50 41	21124	179 83	29645	1889 305
HIGH SALARY	86000		49200		46700		32000		46600		86000	
LOW SALARY	18700		16500		15123		15300		10220		10220	
FAC MIX PCT	0.30		0.32		0.29		0.03		0.09		1.00	
SALARY FACTOR	0.86		0.88		0.89		0.87		0.96		0.86	

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS

1007

AVERAGE SALARY	39413	137 79	30566	185 105	25066	236 131	23554	30 28	21410	59 36	29551	617 202
HIGH SALARY	70370		43818		38446		33365		34902		70370	
LOW SALARY	23500		19092		16000		18000		16500		16000	
FAC MIX PCT	0.22		0.30		0.38		0.05		0.10		1.00	
SALARY FACTOR	0.89		0.92		0.91		0.87		0.98		0.86	

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES

1100

AVERAGE SALARY	41915	598 209	32153	701 219	25820	607 211	24406	98 75	21794	150 87	32366	2056 319
HIGH SALARY	92000		52653		44500		32000		32000		92000	
LOW SALARY	20000		18630		15400		17850		11940		11940	
FAC MIX PCT	0.29		0.34		0.30		0.05		0.07		1.00	
SALARY FACTOR	0.95		0.96		0.94		0.90		0.99		0.94	

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING

1203

AVERAGE SALARY	39649	113 61	30207	450 120	25149	883 142	25134	61 42	21235	305 93	26703	1751 151
HIGH SALARY	74820		47307		43896		35000		38890		74820	
LOW SALARY	25000		16420		10549		15000		13200		10549	
FAC MIX PCT	0.06		0.26		0.50		0.03		0.17		1.00	
SALARY FACTOR	0.90		0.91		0.91		0.93		0.97		0.78	

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: AUDIOLOGY AND SPEECH PATHOLOGY 1220

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	42538	27	14	33044	33	17	25205	36	20	21932	2	2	23063	9	9	31942	105	26
HIGH SALARY	58916			43300			36800			24000			36174			58916		
LOW SALARY	29626			22383			16186			19864			14153			14153		
FAC MIX PCT	0.26			0.31			0.34			0.02			0.09			1.00		
SALARY FACTOR	0.97			0.99			0.91			0.81			1.05			0.93		

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS 1300

AVERAGE SALARY	36199	23	14	28450	67	32	24559	103	44	23250	13	10	20523	37	23	26207	230	59
HIGH SALARY	47610			43933			37377			30000			30233			47610		
LOW SALARY	26688			17652			15700			15700			14112			14112		
FAC MIX PCT	0.10			0.29			0.45			0.06			0.16			1.00		
SALARY FACTOR	0.82			0.85			0.89			0.86			0.94			0.76		

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS 1500

AVERAGE SALARY	40783	1171	339	30937	1027	315	24685	885	305	23336	166	122	20413	224	117	32037	3307	400
HIGH SALARY	120000			48846			40175			35000			32748			120000		
LOW SALARY	15450			15318			13500			16000			10000			10000		
FAC MIX PCT	0.35			0.31			0.27			0.05			0.07			1.00		
SALARY FACTOR	0.93			0.93			0.90			0.86			0.93			0.93		

DISCIPLINE: LETTERS
MAJOR FIELD: PHILOSOPHY AND RELIGION 1509

AVERAGE SALARY	40068	781	281	31225	516	236	25124	454	219	24240	79	68	21054	61	52	33134	1842	358
HIGH SALARY	92000			53200			39800			33000			31800			92000		
LOW SALARY	15041			12000			12450			18000			12174			12000		
FAC MIX PCT	0.42			0.30			0.25			0.04			0.03			1.00		
SALARY FACTOR	0.91			0.94			0.91			0.89			0.96			0.96		

FACULTY SALARY SURVEY

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES 1600

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	37665	33	22	28894	57	36	23479	95	44	23274	6	6	19063	38	26	26209	223	60
HIGH SALARY	58852			44225			39500			30000			34882			58852		
LOW SALARY	22889			16382			14223			17000			12750			12750		
FAC MIX PCT	0.15			0.26			0.43			0.03			0.17			1.00		
SALARY FACTOR	0.86			0.87			0.85			0.86			0.87			0.76		

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS 1700

AVERAGE SALARY	45564	809	257	33087	731	261	27157	675	277	26740	91	75	21248	184	115	34718	2399	392
HIGH SALARY	104000			57500			49300			38579			36325			104000		
LOW SALARY	16200			17000			10200			17500			11940			10200		
FAC MIX PCT	0.34			0.30			0.28			0.04			0.08			1.00		
SALARY FACTOR	1.03			0.99			0.99			0.99			0.97			1.01		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCE 1900

AVERAGE SALARY	43736	126	31	31735	64	33	27802	59	29	25550	4	4	19409	9	8	36266	258	63
HIGH SALARY	85000			48645			41960			31000			22300			85000		
LOW SALARY	20000			20200			18000			20000			15872			15872		
FAC MIX PCT	0.49			0.25			0.23			0.02			0.03			1.00		
SALARY FACTOR	0.99			0.95			1.01			0.94			0.88			1.05		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS 1902

AVERAGE SALARY	49787	678	181	35695	307	146	28816	268	138	29079	49	37	21101	14	13	41619	1267	254
HIGH SALARY	93880			57067			41960			42950			28150			93880		
LOW SALARY	10650			19800			15852			16825			14112			10650		
FAC MIX PCT	0.54			0.24			0.21			0.04			0.01			1.00		
SALARY FACTOR	1.13			1.07			1.05			1.07			0.96			1.21		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL

1905

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	44150	839 287	32176	411 218	26910	360 203	25182	52 48	20949	33 31	36911	1643 360
HIGH SALARY	118000		56000		40800		35000		28440		118000	
LOW SALARY	19727		17000		18250		18250		14112		14112	
FAC MIX PCT	0.51		0.25		0.22		0.03		0.02		1.00	
SALARY FACTOR	1.00		0.97		0.98		0.93		0.95		1.07	

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGICAL SCIENCES

1914

AVERAGE SALARY	50041	162 55	36665	71 38	29605	74 40	25750	8 8	23333	3 3	41841	310 71
HIGH SALARY	87500		48300		44200		31000		28100		87500	
LOW SALARY	24557		23190		19530		22500		20900		19530	
FAC MIX PCT	0.52		0.23		0.24		0.03		0.01		1.00	
SALARY FACTOR	1.14		1.10		1.07		0.95		1.06		1.21	

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY

2000

AVERAGE SALARY	42676	702 258	31690	602 267	26074	473 229	25357	93 73	20592	42 36	34213	1819 372
HIGH SALARY	123586		57700		45015		36000		33000		123586	
LOW SALARY	15300		11757		15852		17000		15034		11757	
FAC MIX PCT	0.39		0.33		0.26		0.05		0.02		1.00	
SALARY FACTOR	0.97		0.95		0.95		0.94		0.94		0.99	

DISCIPLINE: PUBLIC AFFAIRS & SERVICES
MAJOR FIELD: PUBLIC AFFAIRS & SERVICES

2100

AVERAGE SALARY	40727	19 7	28502	14 11	24797	21 15	23100	5 5	16345	2 2	30826	56 20
HIGH SALARY	59547		40820		35000		25000		20750		59547	
LOW SALARY	23580		20950		16440		21500		11940		11940	
FAC MIX PCT	0.34		0.25		0.38		0.09		0.04		1.00	
SALARY FACTOR	0.92		0.85		0.90		0.85		0.74		0.89	

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES

2200

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	45368	323	67	33647	286	82	27341	278	81	27035	45	24	22348	38	22	35380	925	126
HIGH SALARY	88300			54750			48200			35000			31700			88300		
LOW SALARY	22479			18012			15852			18000			11940			11940		
FAC MIX PCT	0.35			0.31			0.30			0.05			0.04			1.00		
SALARY FACTOR	1.03			1.01			0.99			1.00			1.02			1.03		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY

2202

AVERAGE SALARY	46903	91	38	33587	95	54	27447	65	42	26301	12	10	21958	5	5	36534	256	79
HIGH SALARY	79500			50000			39875			35500			26765			79500		
LOW SALARY	24203			18500			17500			17500			17082			17082		
FAC MIX PCT	0.36			0.37			0.25			0.05			0.02			1.00		
SALARY FACTOR	1.06			1.01			1.00			0.97			1.00			1.06		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY

2205

AVERAGE SALARY	41731	772	289	32169	523	231	25338	357	195	23676	66	57	20938	41	35	34816	1693	361
HIGH SALARY	97500			50000			38950			33000			27000			97500		
LOW SALARY	17391			17506			10500			16000			13655			10500		
FAC MIX PCT	0.46			0.31			0.21			0.04			0.02			1.00		
SALARY FACTOR	0.95			0.96			0.92			0.87			0.95			1.01		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY

2206

AVERAGE SALARY	44356	42	18	33066	28	15	27432	25	17	26000	2	2	22185	5	5	35855	100	26
HIGH SALARY	91328			45600			35000			29000			26000			91328		
LOW SALARY	27750			25611			20800			23000			19873			19873		
FAC MIX PCT	0.42			0.28			0.25			0.02			0.05			1.00		
SALARY FACTOR	1.01			0.99			1.00			0.96			1.01			1.04		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE 2207

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	44751	439 191	32979	360 172	26457	295 152	25897	62 47	22708	39 29	35488	1133 272
HIGH SALARY	104000		50000		42643		33000		34600		104000	
LOW SALARY	18500		17652		15492		18250		14112		14112	
FAC MIX PCT	0.39		0.32		0.26		0.05		0.03		1.00	
SALARY FACTOR	1.02		0.99		0.96		0.96		1.03		1.03	

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY 2208

AVERAGE SALARY	40525	337 173	31240	387 204	25584	305 174	23969	49 40	21783	24 23	32358	1053 293
HIGH SALARY	81400		45790		37550		30500		36228		81400	
LOW SALARY	18500		19317		15000		18000		16400		15000	
FAC MIX PCT	0.32		0.37		0.29		0.05		0.02		1.00	
SALARY FACTOR	0.92		0.94		0.93		0.88		0.99		0.94	

DISCIPLINE: THEOLOGY
MAJOR FIELD: THEOLOGY 2300

AVERAGE SALARY	38052	587 113	30745	384 114	26589	324 106	26331	35 29	22554	53 37	32605	1348 146
HIGH SALARY	70500		49750		51606		42000		35000		70500	
LOW SALARY	19503		13128		12468		18403		10870		10870	
FAC MIX PCT	0.44		0.28		0.24		0.03		0.04		1.00	
SALARY FACTOR	0.86		0.92		0.96		0.97		1.03		0.95	

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES 4900

AVERAGE SALARY	36378	76 22	32114	69 19	25770	87 29	20772	13 8	19543	15 10	30428	247 41
HIGH SALARY	62000		58700		43500		25000		25000		62000	
LOW SALARY	22000		19500		17000		17000		14882		14882	
FAC MIX PCT	0.31		0.28		0.35		0.05		0.06		1.00	
SALARY FACTOR	0.83		0.96		0.93		0.77		0.89		0.88	

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH SERV & PARAMED TECH
MAJOR FIELD: HEALTH SERVICE TECHNOLOGIES 5200

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	37772	39	11	32569	65	24	28874	108	31	28576	14	9	23027	32	17	30513	244	42
HIGH SALARY	55835			46730			41000			41000			33925			55835		
LOW SALARY	20000			20000			18000			18000			15872			15872		
FAC MIX PCT	0.16			0.27			0.44			0.06			0.13			1.00		
SALARY FACTOR	0.86			0.98			1.05			1.05			1.05			0.89		

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

AVERAGE SALARY	44049	15084		33339	14005		27569	13564		27092	2074		21943	2891		34444	45544	
HIGH SALARY	136226			105169			90798			57000			63327			136226		
LOW SALARY	10650			11757			10200			14112			10000*			10000		
FAC MIX PCT	0.33			0.31			0.30			0.05			0.06			1.00		
SALARY FACTOR	1.00			1.00			1.00			1.00			1.00			1.00		

APPENDIX C

LIST OF PARTICIPATING INSTITUTIONS

	82-83	83-84	84-85	85-86	86-87	87-88
Abilene Christian University (TX)		*	*		*	*
Adelphi University (NY)	*		**	**		
Adrian College (MI)		*				
Agnes Scott College (GA)			*	*		*
Alabama Christian College (AL)	*					
Alaska Pacific University (AK)						*
ALBERTUS MAGNUS COLLEGE (CT)	*	*	*	*	*	*
Albion College (MI)		*			*	*
Alderson-Broaddus College (WV)		*	*	*		
Alfred University (NY)	*	*	*	*	*	
Allegheny College (PA)				*	*	*
Allentown College of St. Francis de Sales (PA)	*		*	*	*	*
Alliance College (PA)				*	*	
ALMA COLLEGE (MI)	*	*	*	*	*	*
Alvernia College (PA)						*
Alverno College (WI)	*	*	*	*		*
American College, The (PA)		*	*	*	*	*
American Graduate School of International Management (AZ)	*		*			*
American Technological University (TX)	*		*	*	*	*
AMERICAN UNIVERSITY, THE (DC)	*	*	*	*	*	*
Amherst College (MA)			*	*	*	*
Ana G. Mendez Educational Foundation (PR)					*	
Andover Newton Theological School (MA)			*	*	*	*
ANNA MARIA COLLEGE (MA)	*	*	*	*	*	*
Antillian College (PR)					*	
Appalachian Bible College (WV)			*			
AQUINAS COLLEGE (MI)	*	*	*	*	*	*
Aquinas Institute (MO)				*	*	*
Arkansas College (AR)		*	*	*	*	*
Art Academy of Cincinatti (OH)			*			
Asbury College (KY)		*	*	*	*	*
Ashland College (OH)					*	
Assumption College (MA)		*		*		
Atlanta University, The (GA)			*			
Atlantic Christian College (NC)	*				*	

Those institutions listed in CAPITAL LETTERS have participated in each of the six years of the survey.

**The "double star" symbol denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not annually requested until the 1984-85 survey, and, has been continued each year since.

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88
Augsburg College (MN)		*	*	*	*	
Augustana College (IL)			*	*	*	*
Augustana College (SD)	*	*				
AURORA UNIVERSITY (IL)	*	*	*	*	*	*
Austin College (TX)			*		*	*
Austin Presbyterian Theological Seminary (TX)			*		*	*
AVERETT COLLEGE (VA)	*	*	*	*	*	*
AVILA COLLEGE (MO)	*	*	*	*	*	*
AZUSA PACIFIC UNIVERSITY (CA)	*	*	*	*	*	*
BABSON COLLEGE (MA)	*	*	*	*	*	*
Baker University (KS)	*		*	*		
Baldwin-Wallace College (OH)				*	*	*
Baptist Bible Institute (FL)				*		
Baptist College at Charleston (SC)			*			
Bard College (NY)		*	**	**	**	**
Barnard College (NY)	*	*		*	*	*
Barrington College (RI)		*				
BARRY UNIVERSITY (FL)	*	*	*	*	*	*
Bartlesville Wesleyan College (OK)				*	*	
Beaver College (PA)		*	*	*	**	*
Belhaven College (MS)						*
Bellarmine College (KY)	*	*		*	*	*
Bellevue College (NE)					*	*
Belmont Abbey College (NC)				*	*	*
Beloit College (WI)		*				
Benedict College (SC)	*	*	*			
Benedictine College (KS)		*	*		*	*
Bennett College (NC)	*	*	*	*		*
Bennington College (VT)						*
Bentley College (MA)	*	*	*			*
Berklee College of Music (MA)						**
Berkshire Christian College (MA)			*			
Berry College (GA)	*					
Bethany College (KS)		*	*	*		
Bethany College (WV)				*	*	*
Bethany Nazarene College (OK)		*	*			
Bethany Theological Seminary (IL)			*	*	*	
Bethel College (IN)		*				*
Bethel College (KS)	*	*		*		
Bethel College (MN)		*		*		*
Bethel College (TN)		*				
Bethel Theological Seminary (MN)						*
Bethune-Cookman College (FL)	*	*	*	*	*	
BIOLA UNIVERSITY (CA)	*	*	*	*	*	*
Birmingham-Southern College (AL)		*	*	*	*	*
Bishop College (TX)	*	*	*	*	*	
Blackburn College (IL)		*				
Bloomfield College (NJ)	*	*		**		
Bluefield College (VA)						*
Bluffton College (OH)	*	*	*			
Boricua College (NY)		*				
Boston College (MA)		*	*	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88
Boston Conservatory, The (MA)						☆
Boston University (MA)	☆	☆		☆	☆	☆
Bradford College (MA)						☆
BRADLEY UNIVERSITY (IL)	☆	☆	☆	☆	☆	☆
Brescia College (KY)						☆
BRIAR CLIFF COLLEGE (IA)	☆	☆	☆	☆	☆	☆
BRIDGEWATER COLLEGE (VA)	☆	☆	☆	☆	☆	☆
Brigham Young University (UT)			☆		☆	☆
Bryan College (TN)	☆			☆		
Bryant College (RI)		☆	☆☆	☆☆	☆☆	☆☆
Bryn Mawr College (PA)		☆	☆	☆	☆	☆
BUCKNELL UNIVERSITY (PA)	☆	☆	☆	☆	☆	☆
Buena Vista College (IA)			☆			
Butler University (IN)		☆	☆	☆	☆	☆
Cabrini College (PA)				☆☆	☆☆	☆☆
California Baptist College (CA)	☆	☆				
California Lutheran College (CA)			☆			
California School of Professional Psychology (CA)			☆			
Calumet College (IN)				☆		
Calvary Bible College (MO)					☆	
Calvin College (MI)	☆		☆		☆	
Calvin Theological Seminary (MI)						☆
Campbellsville College (KY)			☆		☆	☆
Canisius College (NY)	☆	☆	☆		☆	☆
Capital University (OH)	☆	☆	☆		☆	
Capitol Institute of Technology (MD)			☆	☆	☆	☆
Cardinal Glennon College (MO)				☆		
Carlow College (PA)				☆		
Caribbean University College (PR)						☆
Carnegie Mellon University (PA)	☆		☆	☆	☆	☆
Carroll College (MT)		☆	☆		☆	☆
Carroll College (WI)			☆	☆	☆☆	☆
Carson-Newman College (TN)					☆	☆
Case Western Reserve University (OH)			☆			
Catawba College (NC)		☆	☆	☆	☆	
Catholic Theological Union (IL)			☆	☆	☆	☆
Catholic University of America, The (DC)			☆	☆	☆	☆☆
Catholic University of Puerto Rico (PR)	☆		☆	☆	☆	☆
CEDAR CREST COLLEGE (PA)	☆	☆	☆	☆	☆	☆
CEDARVILLE COLLEGE (OH)	☆	☆	☆	☆	☆	☆
Centenary College (NJ)	☆	☆			☆	☆
Centenary College of Louisiana (LA)						☆
Center for Creative Studies-College of Art & Design (MI)	☆					
Central Christian College of the Bible (MO)				☆		
CENTRAL COLLEGE (IA)	☆	☆	☆	☆	☆	☆
Central Methodist College (MO)					☆	
Central New England College of Technology (MA)					☆	
Central Wesleyan College (SC)		☆		☆	☆	☆
Chaminade University of Honolulu (HI)	☆	☆	☆	☆		☆
Chapman College (CA)			☆			

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88
Chatham College (PA)					*	
Chicago Theological Seminary (IL)				*	*	*
Christ College Irvine (CA)				*		*
Christ Seminary--Seminex (IL)				*	*	*
Christian Broadcasting Network University (VA)						*
Christian Brothers College (TN)		*	*	*	*	*
Christian Heritage College (CA)						*
Christian Theological Seminary (IN)			*	*		
Church Divinity School of the Pacific (CA)				*	*	*
Claflin College (SC)			*			
Claremont Graduate School (CA)			*			*
Claremont McKenna College (CA)			*		*	
Clark College (GA)			**	*		
CLARK UNIVERSITY (MA)	*	*	*	*	*	*
Clarke College (IA)	*		*			*
Clarkson University (NY)	*		*	*	*	*
Clearwater Christian College (FL)						*
Coe College (IA)		*				
Cogswell Polytechnical College (CA)		*	*		*	*
Coker College (SC)			*		*	*
Colby College (ME)	*					
Colgate University (NY)	*	*	*			*
College of Great Falls (MT)		*	*	*		*
College of Idaho, The (ID)		*	*	*	*	
College Misericordia (PA)	*	*	*	*		
College of Mount St. Joseph (OH)	*		*	*	*	*
College of Mount Saint Vincent (NY)		*	*	*	*	*
College of New Rochelle (NY)		*	*	*	*	
College of Notre Dame (CA)	*	*	*	*	*	
College of Notre Dame of Maryland (MD)				*	*	
College of Our Lady of the Elms (MA)					**	
College of Saint Benedict (MN)			*	*		*
College of Saint Elizabeth (NJ)		*	*	*	*	*
College of Saint Mary (NE)				*	*	*
College of Saint Rose, The (NY)	*	*	*	*		*
College of Saint Teresa (MN)	*					*
College of St. Catherine (MN)	*		*			
College of St. Joseph (VT)			*	*	*	*
COLLEGE OF ST. SCHOLASTICA (MN)	*	*	*	*	*	*
College of St. Thomas (MN)					*	
College of The Atlantic (ME)						*
COLLEGE OF THE HOLY CROSS (MA)	*	*	*	*	*	*
College of the Ozarks, The (AR)		*		*		
College of Wooster, The (OH)	*	*	*		*	*
Colorado Technical College (CO)						*
Columbia Bible College (SC)	*		*			*
Columbia Christian College (OR)			*			
COLUMBIA COLLEGE (MO)	*	*	*	*	*	*
Columbia College (SC)		*				
Columbia Theological Seminary (GA)						*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88
Columbia University in the City of New York (NY)			☆			
Concordia College (IL)						☆
Concordia College (MI)		☆	☆	☆	☆	☆
Concordia College (MN)	☆		☆	☆	☆	☆
Concordia College (NY)			☆	☆	☆	☆
Concordia College (OR)			☆			☆
Concordia College Wisconsin (WI)			☆	☆	☆	☆
Concordia Seminary (MO)	☆		☆		☆	☆
Concordia Teachers College (NE)					☆	☆
Connecticut College (CT)					☆	
Converse College (SC)	☆		☆	☆		☆
Cooper Union for the Advancement of Science and Art, The (NY)		☆	☆	☆	☆☆	☆☆
Cornell College (IA)			☆	☆	☆	☆
Cornell University (NY)			☆	☆	☆	☆
Covenant College (GA)					☆	
Covenant College (TN)			☆	☆		
Creighton University (NE)	☆	☆	☆	☆		☆
Culver-Stockton College (MO)		☆				
Curry College (MA)		☆	☆	☆☆		☆☆
D'YOUVILLE COLLEGE (NY)	☆	☆	☆☆	☆☆	☆☆	☆☆
Dakota Wesleyan University (SD)	☆			☆		
Dallas Baptist College (TX)			☆			
Dallas Theological Seminary (TX)	☆		☆			
Daniel Webster College (NH)					☆	
Dartmouth College (NH)		☆				
David Lipscomb College (TN)			☆		☆	
Davis & Elkins College (WV)	☆	☆	☆	☆		☆
De Sales School of Theology (DC)			☆	☆	☆	
DEFIANCE COLLEGE, THE (OH)	☆	☆	☆	☆	☆	☆
Delaware Valley College of Science and Agriculture (PA)						☆
DEPAUL UNIVERSITY (IL)	☆	☆	☆	☆	☆	☆
DePauw University (IN)		☆	☆	☆	☆	
DeVRY Inc. (IL)				☆	☆	
DICKINSON COLLEGE (PA)	☆	☆	☆	☆	☆	☆
Divine Word College (IA)			☆		☆	
Doane College (NE)	☆	☆		☆	☆	☆
Dominican College of Blauvelt (NY)				☆	☆	☆
Dominican College of San Rafael (CA)		☆				
Dominican School of Philosophy & Theology (CA)						☆
Don Bosco College (NJ)		☆				☆
Dordt College, Inc. (IA)	☆	☆	☆		☆	☆
Dowling College (NY)	☆				☆☆	
DRAKE UNIVERSITY (IA)	☆	☆	☆	☆	☆	☆
DREW UNIVERSITY (NJ)	☆	☆	☆	☆	☆	☆
Drury College (MO)	☆				☆	☆
Duke University (NC)			☆	☆		
Duquesne University (PA)	☆	☆	☆			☆

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88
Earlham College (IN)					*	*
East Texas Baptist University (TX)	*	*	*			
Eastern College (PA)		*			*	
Eastern Baptist Theological Seminary, The (PA)						*
Eastern Mennonite College and Seminary (VA)			*	*	*	*
ECKERD COLLEGE (FL)	*	*	*	*	*	*
Eden Theological Seminary (MO)			*			*
Edgewood College (WI)						*
Edward Waters College (FL)	*					
Elizabethtown College (PA)						*
Elmhurst College (IL)		*	*	*	*	*
Elmira College (NY)	*		*	*	*	*
Elms College (MA)		*	*	*		*
Elon College (NC)		*	*			
Embry-Riddle Aeronautical University (AZ)						*
Embry-Riddle Aeronautical University (FL)			*		*	*
Emerson College (MA)			**	**	**	**
Emmanuel College (MA)		*		**		
Emory & Henry College (VA)	*	*	*		*	*
Emory University (GA)				*	*	*
Episcopal Divinity School (MA)			*			
Episcopal Theological Seminary, of the Southwest, The (TX)					*	*
Erskine College (SC)		*	*	*	*	
Eureka College (IL)					*	
Evangel College (MO)	*	*				
Evangelical School of Theology (PA)						*
Fairfield University (CT)			*	**	**	**
Fairleigh Dickinson University at Madison (NJ)				**		
Fairleigh Dickinson University at Rutherford (NJ)				**	**	*
Fairleigh Dickinson University at Teaneck (NJ)				**		
Faith Baptist Bible College & Theological Seminary (IA)				*	*	
Felician College (NJ)				*		
Ferrum College (VA)	*	*	*	*	*	
Findlay College (OH)	*	*			*	*
Flagler College (FL)			*			
Florida Memorial College (FL)					*	
FONTBONNE COLLEGE (MO)	*	*	*	*	*	*
Fordham University (NY)		*	*		*	*
Fort Wayne Bible College (IN)	*		*	*	*	*
Franklin and Marshall College (PA)		*	*	*	*	
Franklin College of Indiana (IN)	*	*	*			
Franklin Pierce College (NH)			**	**		
Friends University (KS)						*
Furman University (SC)	*	*	*	*	*	
Gallaudet University (DC)	*		*	*	*	
Gannon University (PA)	*	*			*	
Gardner-Webb College (NC)					*	
Garrett-Evangelical Theological Seminary (IL)			*	*	*	*
Geneva College (PA)		*	*			

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88
George Fox College (OR)				*	*	*
GEORGE WASHINGTON UNIVERSITY, THE (DC)	*	*	*	*	*	*
George Williams College (IL)	*	*	*			
Georgetown College (KY)	*		*	*		*
GEORGETOWN UNIVERSITY (DC)	*	*	*	*	*	*
Georgian Court College (NJ)	*		*	*	*	*
Gettysburg College (PA)					*	*
GMI Engineering & Management Institute (MI)			*		*	*
Goldey Beacom College (DE)					*	
Golden Gate Baptist Theological Seminary (CA)					*	*
Golden Gate University (CA)					*	
Gonzaga University (WA)		*	*	*	*	*
Gordon College (MA)	*		*			*
Gordon-Conwell Theological Seminary (MA)			*		*	*
Goshen College (IN)	*	*	*			*
Goucher College (MD)	*	*	*			
Grace Bible College (MI)			*			
Grace College of the Bible (NE)			*		*	
Grace College & Theological Seminary (IN)			*		*	
Grace Schools, Inc. (IN)	*					
Graceland College (IA)	*	*	*	*	*	
Grand Canyon College (AZ)				*	*	
Grand View College (IA)			*	*	*	*
Gratz College (PA)			**			
Great Lakes Bible College (MI)						*
Green Mountain College (VT)						*
Greensboro College (NC)		*		*	*	*
Grinnell College (IA)					*	*
Guilford College (NC)		*	*	*	*	*
Gulf Coast Bible College (TX)			*			
Gustavus Adolphus College (MN)					*	
Gwynedd-Mercy College (PA)	*					
Hahnemann University (PA)			*			
Hamilton College (NY)	*			*		
Hamline University (MN)	*	*		*	*	
Hampden-Sydney College (VA)						*
Hampshire College (MA)	*					
Hampton University (VA)	*			*	*	*
Hannibal-LaGrange College (MO)				*		*
Hanover College (IN)	*	*	*	*		
Hartford College (CT)			*			
Hartford Seminary (CT)					*	*
HARTWICK COLLEGE (NY)	*	*	*	*	*	*
Hastings College (NE)	*			*		*
Haverford College (PA)	*					
Hawaii Loa College (HI)		*			*	*
Hawaii Pacific College (HI)					*	
HEIDELBERG COLLEGE (OH)	*	*	*	**	*	*
Hellenic College, Inc. (MA)				*		
Hendrix College (AR)				*		
High Point College (NC)	*	*	*			*
Hiram College (OH)	*				*	

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88
Hobart and William Smith Colleges (NY)					✲	✲
Hollins College (VA)			✲	✲		
Holy Family College (PA)	✲			✲		✲
Holy Names College (CA)					✲	✲
Hood College (MD)	✲	✲	✲	✲	✲	
HOPE COLLEGE (MI)	✲	✲	✲	✲	✲	✲
Houghton College (NY)				✲	✲	
Houston Baptist University (TX)					✲	✲
Howard Payne University (TX)		✲				
Howard University (DC)				✲		
Huntington College (IN)	✲	✲	✲		✲	
Huron College (SD)				✲		
HUSSON COLLEGE (ME)	✲	✲	✲	✲	✲	✲
Huston-Tillotson College (TX)		✲	✲	✲	✲	
ILLINOIS BENEDICTINE COLLEGE (IL)	✲	✲	✲	✲	✲	✲
Illinois College (IL)		✲	✲		✲	✲
Illinois College of Optometry (IL)	✲					
Illinois Institute of Technology (IL)			✲	✲	✲	✲
Illinois Wesleyan University (IL)						✲
IMMACULATA COLLEGE (PA)	✲	✲	✲	✲	✲	✲
Incarnate Word College (TX)				✲	✲	
Indiana Central University (IN)				✲		
Inter American University of Puerto Rico --Metropolitan campus (PR)		✲				
Inter American University of Puerto Rico --San German (PR)			✲	✲	✲	✲
Inter American University of Puerto Rico at San Juan (PR)			✲		✲	
Interdenominational Theological Center (GA)					✲	
IONA COLLEGE (NY)	✲	✲	✲	✲	✲	✲
Iowa Wesleyan College (IA)				✲	✲	✲
ITHACA COLLEGE (NY)	✲	✲	✲	✲	✲	✲
Jacksonville University (FL)	✲	✲		✲		
Jarvis Christian College (TX)		✲		✲		
Jamestown College (ND)						✲
Jesuit School of Theology at Berkeley (CA)			✲			
John B. Stetson University (FL)	✲	✲	✲			
John Brown University (AR)		✲			✲✲	
JOHN CARROLL UNIVERSITY (OH)	✲	✲	✲	✲	✲	✲
John F. Kennedy University (CA)				✲		
Johns Hopkins University, The (MD)		✲		✲	✲	✲
Johnson C. Smith University (NC)		✲	✲		✲	
Judson College (AL)						✲
Judson College (IL)		✲	✲	✲		✲
Juniata College (PA)					✲	
Kalamazoo College (MI)	✲		✲	✲	✲	✲
Kansas Wesleyan (KS)		✲	✲		✲	
Kentucky Wesleyan College (KY)	✲	✲		✲✲		✲
Kenyon College (OH)		✲	✲	✲	✲	✲
Keuka College (NY)		✲		✲		
King College (TN)			✲			
KING'S COLLEGE (PA)	✲	✲	✲	✲	✲	✲

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88
King's College, The (NY)				☆		
Knoxville College (TN)					☆	
LA ROCHE COLLEGE (PA)	☆	☆	☆	☆	☆	☆
La Salle University (PA)						☆
Lafayette College (PA)	☆	☆	☆	☆		
LaGrange College (GA)	☆	☆	☆			
Lake Erie college (OH)						☆
Lake Forest College (IL)				☆		☆
Lakeland College (WI)	☆	☆	☆	☆		
Lambuth College (TN)	☆	☆	☆	☆		
Lancaster Bible College (PA)			☆	☆		☆
Lawrence University (WI)						☆
Le Moyne College (NY)			☆	☆	☆	☆
Le Tourneau College (TX)	☆	☆	☆		☆	☆
Lebanon Valley College (PA)			☆	☆	☆	☆
Lehigh University (PA)	☆				☆	
Lenoir-Rhyne College (NC)				☆		☆
Lewis & Clark College (OR)			☆	☆	☆	☆
Lewis University (IL)	☆			☆	☆	
Lexington Theological Seminary (KY)				☆	☆	☆
Liberty University (VA)		☆			☆	
Limestone College (SC)		☆		☆		☆
Lincoln Christian College and Seminary (IL)					☆	☆
Lincoln Memorial University (TN)	☆	☆	☆	☆	☆	
Linfield College (OR)	☆		☆	☆	☆	☆
Loma Linda University (CA)	☆	☆				
Long Island University (NY)			☆☆	☆☆	☆☆	☆☆
Loras College (IA)			☆	☆	☆	☆
Loretto Heights College (CO)		☆				
Louisiana College (LA)				☆	☆	
Louisville Presbyterian Theological Seminary (KY)			☆	☆	☆	☆
LOYOLA COLLEGE IN MARYLAND (MD)	☆	☆	☆	☆	☆	☆
Loyola Marymount University (CA)		☆				☆
Lubbock Christian College (TX)		☆	☆	☆	☆	
LUTHER COLLEGE (IA)	☆	☆	☆	☆	☆	☆
Lutheran Theological Seminary at Gettysburg (PA)					☆	
Lutheran Theological Southern Seminary (SC)						☆
LYCOMING COLLEGE (PA)	☆	☆	☆	☆	☆	☆
Lynchburg College (VA)		☆	☆	☆	☆	☆
Macalester College (MN)			☆			
MacMurray College (IL)		☆				
Madonna College (MI)				☆	☆	☆
Malone College (OH)	☆	☆	☆		☆	
Manhattan Christian College (KS)			☆	☆	☆	
Manhattan College (NY)			☆			
Manhattanville College (NY)		☆	☆		☆	☆
Marian College (IN)						☆
Marietta College (OH)					☆	
Marion College (IN)			☆	☆☆	☆	☆
Marist College (NY)	☆	☆	☆	☆☆	☆☆	
Mars Hill College (NC)	☆			☆	☆	☆

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88
MARY BALDWIN COLLEGE (VA)	*	*	*	*	*	*
Mary Crest College (IA)						*
Marygrove College (MI)	*			*		
Maryknoll School of Theology (NY)			*	*	*	*
MARYMOUNT COLLEGE (NY)	*	*	*	**	**	**
Marymount Manhattan College (NY)	*	*	*	*	*	
Marymount University (VA)					**	
Maryville College St. Louis (MO)	*	*	*			*
MARYVILLE COLLEGE (TN)	*	*	*	*	*	*
MARYWOOD COLLEGE (PA)	*	*	*	*	*	*
Massachusetts College of Pharmacy and Allied Health Sciences (MA)				*	*	
Massachusetts Institute of Technology (MA)			*		*	*
McKendree College (IL)	*		*	*	*	
McMurray College (TX)	*					
McPherson College (KS)		*	*	*		*
Meadville Theological School of Lombard College (IL)					*	
Medical College of Wisconsin (WI)	*					
Memphis Theological Seminary (TN)					*	*
Mennonite Brethren Biblical Seminary (CA)			*	*		
Mercer University (GA)			*	*	*	
Mercy College (NY)		*			*	
MERCY COLLEGE OF DETROIT (MI)	*	*	*	*	*	*
Mercyhurst College (PA)			*	*		*
Meredith College (NC)	*	*		*	*	*
MERRIMACK COLLEGE (MA)	*	*	*	*	*	*
Mid-America Bible College (OK)					*	
Mid-America Nazarene College (KS)	*					
Mid-South Bible College (TN)					*	*
Midland Lutheran College (NE)	*			*	*	*
Millikin University (IL)	*	*	*	*	*	
Mills College (CA)		*				
Millsaps College (MS)				*	*	
Milwaukee School of Engineering (WI)			*	*	*	*
Minneapolis College of Art and Design (MN)	*		*	*		
Minnesota Bible College (MN)			*			
Missouri Baptist College (MO)			*	*	*	
Missouri Valley College (MO)						*
Molloy College (NY)	*	*		*	*	*
Monmouth College (NJ)	*	*			**	**
Monterey Institute of International Studies (CA)				*		
MORAVIAN COLLEGE (PA)	*	*	*	*	*	*
Morningside College (IA)		*		*	*	*
Morris Brown College (GA)	*	*		*	*	
MOUNT MARY COLLEGE (WI)	*	*	*	*	*	*
Mount Marty College (SD)	*	*	*	*	*	
Mount Mercy College (IA)	*		*	*	*	*
Mount Saint Mary's College (MD)		*	*		*	*
Mount Saint Clare College (IA)		*	*		*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88
Mount St. Mary's College (CA)	*			*		*
Mount Senario College (WI)		*	*			*
Mount Union College (OH)					*	*
Mount Vernon College (DC)	*	*	*	*	*	
Mount Vernon Nazarene College (OH)				*		*
Mt. Angel Seminary (OR)					*	
Mundelein College (IL)	*	*				
Muskingum College (OH)		*		*	*	*
National College of Education (IL)						*
Nazarene Theological Seminary (MO)			*	*	*	*
NAZARETH COLLEGE (MI)	*	*	*	*	*	*
Nazareth College of Rochester (NY)		*	*		*	
Nebraska Wesleyan University (NE)	*					
Neumann College (PA)		*	*	*	*	*
New Brunswick Theological Seminary (NJ)			*			
New England College (NH)			*	*		
New England Institute of Technology (RI)						*
New York Institute of Technology (NY)					**	**
New York Theological Seminary (NY)				*		*
Newberry College (SC)		*	*	**		
Niagara University (NY)						**
Nichols College (MA)			*			
North Carolina Wesleyan College (NC)	*	*				*
North Central College (IL)		*	*	*	*	*
North Park College and Theological Seminary (IL)	*	*	*	*		*
Northeastern Bible College (NJ)					*	
Northeastern University (MA)			*		*	*
Northern Baptist Theological Seminary (IL)				*		
Northland College (WI)				**	**	**
Northrop University (CA)			*	*		*
Northwest Bible College (ND)					*	
Northwest Christian College (OR)					*	
Northwest Nazarene College (ID)					*	
Northwestern College (IA)		*	*	*	*	*
Northwestern College (MN)	*	*	*	*	*	
Northwestern University (IL)		*				
Norwich University (VT)		*		*	*	*
Notre Dame College (NH)	*		*		*	
Notre Dame College (OH)			*	*	*	*
Notre Dame Seminary Graduate School of Theology (LA)					*	
Oakwood College (AL)			*	*	*	*
Oberlin College (OH)					*	*
Oglethorpe University (GA)	*			*	*	
Ohio Dominican College (OH)	*		*			
Ohio Northern University (OH)		*		*	*	
OKLAHOMA BAPTIST UNIVERSITY (OK)	*	*	*	*	*	*
Oklahoma Christian College (OK)		*	*	*		
Olivet College (MI)			*			
Olivet Nazarene College (IL)	*					
Open Bible College (IA)			*			

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88
Oregon Graduate Center (OR)						*
Ottawa University (KS)		*		*	*	*
Otterbein College (OH)		*	*		*	*
Our Lady of Holy Cross College (LA)		*	*	*	*	
Our Lady of the Lake University (TX)	*			*	*	*
Pace University (NY)						*
Pacific Christian College (CA)				*		
Pacific Lutheran University (WA)	*					
Pacific University, College of Arts and Sciences (OR)	*					
Paine College (GA)	*				*	
Palm Beach Atlantic College (FL)		*			*	*
Park College (MO)	*	*		**	**	
Parks College of St. Louis University (IL)				*	*	
Patten College (CA)			*		*	
Pennsylvania College of Optometry (PA)	*					
Pepperdine University (CA)	*		*	*	*	*
Pfeiffer College (NC)			*			
Philadelphia College of Art (PA)				*		
Philadelphia College of Bible (PA)			*		*	
Philadelphia College of Performing Arts (PA)				*		
Philadelphia College of Textiles and Science (PA)				*		
Phillips University (OK)	*	*	*	*		*
Piedmont Bible College (NC)					*	
Piedmont College (GA)				*	*	*
Pikeville College (KY)		*	*	*	*	*
Pittsburgh Theological Seminary (PA)				*		*
Point Loma Nazarene College (CA)	*	*	*	*		*
Point Park College (PA)	*					
Polytechnic University (NY)			*	*	*	*
Post College (CT)	*		*			
Pratt Institute (NY)					**	**
Presbyterian College (SC)	*	*		*	*	**
Presbyterian School of Christian Education (VA)			*	*	*	
Princeton Theological Seminary (NJ)	*			*		*
Principia College (IL)	*		*	*	*	*
Providence College (RI)					**	
Queens College (NC)		*			*	
Quincy College (IL)		*	*	*	*	
Quinnipiac College (CT)	*	*	**	**		**
Randolph-Macon College (VA)	*	*	*	*		
Randolph-Macon Woman's College (VA)	*		*	*	*	*
Reed College (OR)		*	*	*	*	*
Reformed Bible College (MI)			*	*	*	*
Reformed Theological Seminary (MS)				*		*
Regis College (CO)	*	*	**	**		
Regis College (MA)	*	*		*	*	*
Rensselaer Polytechnic Institute (NY)	*		*	*	*	*
Rhode Island School of Design (RI)			**	**	**	
Rhodes College (TN)		*		*		
RIDER COLLEGE (NJ)	*	*	**	**	**	**

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88
Rio Grande College/Community College (OH)	*		**		*	*
Ripon College (WI)		*		*	*	*
Rivier College (NH)					*	*
Roanoke College (VA)					*	*
Robert Morris College (PA)	*					**
Rochester Institute of Technology (NY)				*		*
ROCKFORD COLLEGE (IL)	*	*	*	*	*	*
Rockhurst College (MO)		*	*	*	*	*
Rockmont College (CO)			*			
Rocky Mountain College (MT)				*	*	*
Rollins College (FL)	*					*
Roosevelt University (IL)	*		*	*	*	
Rose-Hulman Institute of Technology (IN)			*	*	*	*
Rosemont College (PA)						*
Rosemont College of the Holy Child Jesus (PA)	*	*				
Russell Sage College (NY)				*	*	*
Rust College (MS)	*			*	*	
Sacred Heart College (NC)		*	*	*	*	
Sacred Heart University (CT)	*		*	*	*	
Saint Ambrose University (IA)						*
Saint Anselm College (NH)	*	*	*			
Saint Augustine's College (NC)			*			
Saint Francis College (PA)						*
Saint John's University (MN)		*		**	**	*
SAINT JOSEPH COLLEGE (CT)	*	*	*	*	*	*
Saint Joseph's College (CA)			*			
Saint Joseph's College (IN)	*	*			*	*
Saint Leo College (FL)		*				**
Saint Mary College (KS)		*	*	*	*	*
Saint Mary's College (IN)	*					
Saint Mary's College (MI)					*	
Saint Mary's College (MN)	*		*	*	*	
Saint Mary's College of California (CA)					*	
Saint Meinrad College (IN)					*	*
Saint Michael's College (VT)			*	*	*	*
Saint Paul School of Theology (MO)						*
Saint Paul's College (VA)		*	*		*	
Saint Peter's College (NJ)	*	*	*	*		*
Saint Thomas Theological Seminary (CO)			*	*		
SAINT VINCENT COLLEGE (PA)	*	*	*	*	*	*
Saint Xavier College (IL)		*			*	*
Salem College (NC)		*	*	*	*	*
Salem College (WV)		*		*		
Salve Regina - The Newport College (RI)	*	*		**	*	*
Samford University (AL)				*		
San Jose Bible College (CA)				*		
Santa Clara University (CA)				*		*
Sarah Lawrence College (NY)	*					
Saybrook Institute (CA)						*
Scarritt Graduate School (TN)		*		*	*	
School for International Training of the Experiment in International Living (VT)			*			*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88
School of the Art Institute of Chicago, The (IL)			*	*		
SCHOOL OF THE OZARKS, THE (MO)	*	*	*	*	*	*
School of Theology at Claremont (CA)				*		
Schreiner College (TX)					*	
Scripps College (CA)			*		*	
Seabury-Western Theological Seminary (IL)			*			*
Seattle Pacific University (WA)	*		**	**	*	*
SEATTLE UNIVERSITY (WA)	*	*	*	*	*	*
Seton Hall University (NJ)				**		
SETON HILL COLLEGE (PA)	*	*	*	*	*	*
Sheldon Jackson College (AK)				*	*	
Shenandoah College & Conservatory of Music (VA)	*					
Shorter College (GA)					*	*
SIENA COLLEGE (NY)	*	*	*	*	*	*
SIENA HEIGHTS COLLEGE (MI)	*	*	*	*	*	*
Simpson College (CA)		*	*			
SIMPSON COLLEGE (IA)	*	*	*	*	*	*
Sioux Falls College (SD)		*			*	*
Skidmore College (NY)			*	*	*	*
Smith College (MA)					*	
Southeastern Baptist Theological Seminary (NC)					*	**
Southeastern Bible College (AL)				*		
Southeastern University (DC)				*	*	
Southern California College (CA)		*	*		*	*
Southern College of Seventh-Day Adventists (TN)		*				*
Southern Methodist University (TX)	*	*	*		*	*
Southwest Baptist University (MO)			*	*	*	
Southwestern Adventist College (TX)			*			
Southwestern Assemblies of God College (TX)			*	*	*	*
Southwestern College (KS)	*	*	*		*	*
Southwestern University (TX)	*	*				
Spalding University (KY)		*	*	*	*	*
Spelman College (GA)		*		*		*
Spring Arbor College (MI)					*	*
Spring Hill College (AL)		*	*			
Springfield College (MA)		*	*	*	*	*
St. Andrews Presbyterian College (NC)		*				
St. Bonaventure University (NY)		*		*	*	*
St. Edward's University (TX)	*		*	*	*	*
St. Francis College (NY)		*	*	*	*	*
St. John Fisher College (NY)						*
St. John Vianney College Seminary (FL)			*		*	
St. John's Provincial Seminary (MI)						*
St. John's University (NY)	*					
St. Lawrence University (NY)				*		
St. Martin's College (WA)		*	*			
St. Mary of the Plains College (KS)						*
St. Mary's College of California (CA)	*	*	*	*		*
St. Mary's Dominican College (LA)	*	*				

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88
St. Mary's Seminary College (MO)			✲			
St. Mary's University (TX)		✲	✲	✲	✲	✲
ST. NORBERT COLLEGE (WI)	✲	✲	✲	✲	✲	✲
St. Paul Bible College (MN)	✲				✲	✲
Stephens College (MO)	✲					
Stetson University (FL)					✲	
Stevens Institute of Technology (NJ)			✲	✲	✲	✲
Stillman College (AL)				✲	✲	
Strayer College (DC)	✲					✲
SUFFOLK UNIVERSITY (MA)	✲	✲	✲	✲	✲	✲
Susquehanna University (PA)	✲		✲	✲	✲	✲
Sweet Briar College (VA)	✲	✲			✲	✲
Syracuse University (NY)	✲	✲	✲		✲	✲
Tabor College (KS)		✲	✲	✲		✲
Talladega College (AL)			✲		✲	
Taylor University (IN)		✲	✲	✲	✲	✲
Tennessee Wesleyan College (TN)				✲		
Texas Christian University (TX)		✲	✲	✲	✲	✲
Texas College (TX)		✲				
Texas Lutheran College (TX)		✲		✲	✲	✲
Thiel College (PA)		✲				
Thomas College (ME)	✲		✲	✲	✲	✲
Thomas More College (KY)		✲	✲			
Tiffin University (OH)				✲		✲
Tift College (GA)				✲		
Tougaloo College (MS)			✲			
Transylvania University (KY)	✲	✲	✲		✲	✲
Tri-State University (IN)		✲		✲	✲	✲
Trinity Christian College (IL)			✲	✲	✲	✲
Trinity College (CT)		✲				
Trinity College (DC)	✲	✲	✲		✲	
Trinity College (IL)	✲	✲				
TRINITY COLLEGE (VT)	✲	✲	✲	✲	✲	✲
Trinity Episcopal School for Ministry (PA)						✲
Trinity Lutheran Seminary (OH)				✲	✲	✲
TRINITY UNIVERSITY (TX)	✲	✲	✲	✲	✲	✲
Tufts University (MA)						✲✲
Tulane University (LA)	✲		✲	✲	✲	✲
Tuskegee Institute (AL)	✲		✲			
Union College (KY)			✲			
Union Theological Seminary in Virginia (VA)			✲			
United Theological Seminary of the Twin Cities (MN)			✲	✲	✲	✲
Unity College (ME)	✲					✲
Universidad Central de Bayamon (PR)			✲			
University of Bridgeport (CT)						✲✲
University of Charleston, The (WV)					✲	
University of Dallas (TX)		✲	✲	✲		✲
UNIVERSITY OF DAYTON (OH)	✲	✲	✲	✲	✲	✲
University of Denver (CO)	✲					✲
University of Detroit (MI)	✲		✲✲	✲	✲✲	✲✲

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88
University of Dubuque (IA)		*	**		**	**
University of Evansville (IN)				*		*
University of Hartford (CT)			*		*	*
University of Indianapolis (IN)						*
University of Judaism (CA)			*		*	*
UNIVERSITY OF LA VERNE (CA)	*	*	*	*	*	*
University of Mary Hardin Baylor (TX)		*				
University of Miami (FL)	*	*	*	*	*	
University of New England-Undergraduate Colleges (ME)		*				
University of New Haven (CT)		*				*
University of Pennsylvania (PA)	*					
UNIVERSITY OF PORTLAND (OR)	*	*	*	*	*	*
University of Puget Sound (WA)				*		
University of Redlands (CA)			*			*
University of Richmond (VA)			*	*	*	*
UNIVERSITY OF SAN DIEGO (CA)	*	*	*	*	*	*
University of San Francisco (CA)		*				
University of Santa Clara (CA)	*	*	*			
University of Scranton (PA)	*	*	*	**	**	
University of St. Thomas (TX)			*	*	*	*
University of the Ozarks (AR)						*
University of the Sacred Heart (PR)	*	*	*			
University of the South, The (TN)		*	*	*	*	*
University of Tampa (FL)	*	*	*	*		*
University of Tulsa (OK)		*	*	*	*	
Upper Iowa University (IA)						*
Upsala College (NJ)	*		*		*	*
Urbana University (OH)			*		*	*
URSULINE COLLEGE (OH)	*	*	*	*	*	*
Utica College of Syracuse University (NY)			**			**
Valparaiso University (IN)		*	*	*	*	*
Vassar College (NY)	*		*		*	
VILLA MARIA COLLEGE (PA)	*	*	*	*	*	*
Virginia Intermont College (VA)						*
Virginia Union University (VA)		*	*		*	
Virginia Wesleyan College (VA)	*					
VITERBO COLLEGE (WI)	*	*	*	*	*	*
Voorhees College (SC)	*			*	*	
Wabash College (IN)	*	*	*		*	
Wagner College (NY)		*			*	*
Walla Walla College (WA)				*		
WALSH COLLEGE (OH)	*	*	*	**	**	*
Walsh College of Accountancy & Business Administration (MI)			*			
Warner Pacific College (OR)		*		*	*	
Warner Southern College (FL)		*	*	*		
Wartburg College (IA)			*	*	*	*
Wartburg Theological Seminary (IA)			*	*	*	*
WASHINGTON AND JEFFERSON COLLEGE (PA)	*	*	*	*	*	*
Washington and Lee University (VA)		*		*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88
Washington Bible College (MD)			☆	☆	☆	☆
Washington College (MD)						☆
Washington Theological Union (MD)					☆	
Waynesburg College (PA)	☆	☆	☆	☆		
Webb Institute of Naval Architecture (NY)			☆	☆		
Wentworth Institute of Technology (MA)	☆			☆☆		
Wesley College (DE)					☆	☆
Wesley Theological Seminary (DC)						☆
Wesleyan College (GA)				☆	☆	☆☆
Wesleyan University (CT)			☆		☆	☆
West Virginia Wesleyan College (WV)	☆	☆	☆	☆	☆	
Western Baptist College (OR)		☆		☆		☆
Western Bible College (CO)			☆			
Western Conservative Baptist Seminary (OR)	☆		☆	☆	☆	
Western Maryland College (MD)		☆	☆	☆	☆	☆
Western New England College (MA)		☆	☆	☆		☆
WESTMAR COLLEGE (IA)	☆	☆	☆	☆	☆	☆
Westminster College (MO)						☆
Westminster College of Salt Lake City (UT)		☆	☆	☆	☆	☆
Westminster Theological Seminary (PA)			☆		☆	☆
Weston School of Theology (MA)					☆	
Wheaton College (IL)					☆	
Wheaton College (MA)				☆		☆
Wheeling College (OH)		☆				
Wheeling College (WV)	☆		☆		☆	☆
WHITMAN COLLEGE (WA)	☆	☆	☆	☆	☆	☆
Whittier College (CA)		☆	☆	☆	☆	☆
Widener University (PA)	☆	☆	☆		☆	☆
Wilberforce University (OH)				☆☆	☆☆	
Wiley College (TX)						☆
Wilkes College (PA)	☆	☆		☆		☆
WILLIAM JEWELL COLLEGE (MO)	☆	☆	☆	☆	☆	☆
WILLIAM MARSH RICE UNIVERSITY (TX)	☆	☆	☆	☆	☆	☆
WILLIAM PENN COLLEGE (IA)	☆	☆	☆	☆	☆	☆
Williams College (MA)		☆				
Wilmington College (DE)		☆		☆		
Wilmington College (OH)	☆	☆	☆		☆	☆
Wilson College (PA)		☆		☆	☆	☆
Wingate College (NC)			☆	☆	☆	
WITTENBURG UNIVERSITY (OH)	☆	☆	☆	☆☆	☆☆	☆☆
Woodbury University (CA)					☆	☆
Worcester Polytechnic Institute (MA)	☆		☆		☆	☆
Xavier University (OH)	☆	☆	☆			☆
Yale University (CT)						☆
York College of Pennsylvania (PA)		☆	☆		☆	☆
	299	355	446	440	478	475

Participating Institutions (continued):

TOTAL NUMBER OF PRIVATE COLLEGES AND UNIVERSITIES WHICH PARTICIPATED IN THE SURVEY FOR THE FIRST TIME DURING 1987-88: 69.

TOTAL NUMBER OF PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN THE SURVEY AT LEAST ONCE DURING THE SIX YEARS OF THE SURVEY: 828.

TOTAL NUMBER OF PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN EACH OF THE SIX YEARS OF THE SURVEY: 86.

TOTAL NUMBER OF PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN THE "TREND STUDY YEARS" OF 1984-85 (THIRD) AND 1987-88 (SIXTH): 280.

GRAND TOTAL OF TIMES THAT PRIVATE COLLEGES AND UNIVERSITIES HAVE PARTICIPATED IN THE CUPA NATIONAL FACULTY SURVEY BY DISCIPLINE AND RANK OVER THE SIX YEARS OF THE SURVEY: 2,493.